

Leading Through Disruption: The 3R Approach

In moments of sudden change, leaders across the social sector need a clear path forward. Our 3R framework helps organizations **Respond** to disruption, **Recover** core services, and **Rebuild** systems for lasting impact.



What's needed

Quick action to stabilize critical services and prevent shutdowns. Federal cuts or legal changes often create urgent gaps—this stage focuses on identifying risks and mobilizing resources quickly.

Key actions

- Provide bridge funding to keep critical services running
- Support legal strategies to protect access and rights
- Engage stakeholders to advocate and inform

How DA helps

We monitor policy shifts and funding trends, conduct risk and impact assessments, and advise on immediate response strategies.

What's needed

Shift from emergency mode to sustainable service delivery.
As disruptions unfold, leaders must rethink how to meet needs—often with fewer resources or new constraints.

Key actions

- Develop new delivery models at the state, local, or community level
- Combine funding streams creatively
- Build capacity to do more with less

How DA helps

We help partners plan new approaches, strengthen delivery leadership, and align strategy with available resources.

What's needed

Design better systems that deliver results and rebuild public trust. Use this moment to not just recover, but also to reimagine what's possible.

Key actions

- Pilot innovative models and evaluate what works
- Fund long-term solutions, not just short-term fixes
- Advocate for better systems and sustained change

How DA helps

We co-design and test new systems with partners, share insights, and support long-term capacity building.